

# **TERMINAL LEARNING OBJECTIVE**

**Conduct a Company  
Level- After Action  
Review (AAR)**



# AFTER-ACTION REVIEWS

- **Definition.**
- **Tool that provides:**
  - candid insights.
  - Feedback critical to battle focused training (Recruiting mission).
  - Details.
- **Evaluation.**
- **Feedback comparison.**



# **TYPES OF AARs**

## **➤ Formal.**

- Held at company level.**
- Key Points.**
- Focused on training objectives.**

## **➤ Informal.**

- Small-unit training at platoon level (RS).**
- On-the-spot coaching tool.**
- Provides immediate feedback.**
- Maximizes training value.**

## **➤ Significant differences.**



# **PLANNING AND EXECUTION**

- **Planning**
- **Preparing**
- **Conducting**
- **Follow-up (using AAR results)**



# **PLANNING**

- **Select and train qualified observer controllers (OCs).**
- **Review all pertinent publications.**
- **Identify when AARs will occur.**
- **Determine who will attend AARs.**
- **Select potential AAR sites.**
- **Choose training aids.**
- **Review the AAR plan.**



# PREPARATION

- **Review doctrine, objectives, and orders.**
- **Identify key events.**
- **Observe training and take notes.**
- **Collect observations from other Ocs.**
- **Organize observations.**
- **Select AAR site.**
- **Prepare the AAR site.**



# **CONDUCT**

- **Seek maximum participation.**
- **Maintain focus on training objectives.**
- **Constantly review teaching points.**
- **Record key points.**



# **FOLLOW UP**

- **Identify tasks requiring training.**
- **Fix the problem:**
  - **retrain immediately.**
  - **revise SOP.**
  - **integrate into future training plan.**
- **Use to assist in making commander's**





# **CONDUCT A PRODUCTION MEETING**



# PURPOSE

**To conduct a production meeting that develops the team, coordinates efforts of all stations, serves as a catalyst to redirect station efforts, and solicits input and training assistance from all members of the company team.**



# **PRODUCTION MEETING ATTENDEES**

- **Company Leadership Team.**
- **Station Commanders.**
- **Recruiters.**



# **PRIOR ARRANGEMENTS**

- **Schedule meeting and inform attendees in advance.**
- **Schedule the order-of-brief for all attendees.**
- **Ensure that required tools and data are available.**



# **CLT RESPONSIBILITIES**

- **Monthly/Yearly Mission Posture.**
- **USAREC Form 1074.**
- **USAREC Form 635B - Choke Points.**
- **Met Log.**
- **Trends.**
  - **MEPS.**
  - **Applicant.**



# **STATION COMMANDER RESPONSIBILITIES**

- **Mission Posture.**
- **Achievements vs requirements.**
- **Processing/Prospecting Results.**
- **USAREC Form 635B - Choke Points.**
- **Projected future.**
- **Projected personnel status.**



# **RECRUITER RESPONSIBILITIES**

- **Processing List.**
- **Follow-up plan.**
- **Prospecting - achieved vs. required.**
- **Upcoming plan and activities.**



# **CLOSING THE COMPANY PRODUCTION MEETING**

- **Brief the company leader plan of action.**
- **Redirect station activities as necessary.**
- **Organize common tasks.**
- **Schedule station commander visits as needed.**





# CONCLUSION

- **AAR Process**
- **Production Meeting**

